

1199

AGREEMENT BETWEEN

THE BELLEVILLE BOARD OF EDUCATION

AND THE BELLEVILLE SUPERVISORS' ASSOCIATION

EFFECTIVE JULY 1, 1990 THROUGH JUNE 30, 1993

Board of Education
Dated: December 4, 1990

PREAMBLE

THIS AGREEMENT made this day of , 198 ,
between the Board of Education in the Township of Belleville, in
the County of Essex, hereinafter called the "Board", and the
Belleville Supervisors' Association, hereinafter called the
"Association".

WHEREAS, the Board and the Association have carried on
negotiations in order to implement the provisions of Chapter 123
- Public Laws of 1974, as amended, and to encourage and increase
the effective and harmonious working relationships between the
parties hereto; and

WHEREAS, as a result of said collective negotiations,
the parties have reached certain agreements with respect to a
collective negotiations agreement,

NOW, THEREFORE, in consideration of covenants
hereinafter contained, it is mutually understood and agreed as
follows:

ARTICLE I

RECOGNITION

The Board hereby recognizes the Association as the exclusive sole representative for collective negotiations concerning the terms and conditions of employment for all certificated personnel listed below, employed by the Board:

The following categories shall be included:

Supervisors

ARTICLE II

DEFINITIONS

For the purposes of clarity, terms crucial to the interpretation of this Contract are listed below:

1. The use of the word "Association" shall hereinafter in this Agreement refer to the Belleville Supervisors Association, Belleville, Essex County, New Jersey.

2. Supervisor(s)/Member(s)/Employee(s)/Supervisory Employee(s) - when used hereinafter in this Agreement, this/these term(s) shall refer to all professional Supervisors (male(s)/female(s)) represented by the Association in the negotiating unit as above-defined and in addition to any/all references to "males" shall include females.

ARTICLE III

BOARD RESPONSIBILITIES

The Board of Education reserves the right to the operation of the school system. The Board has the right to terminate employment in the manner provided by law and will hire from any source whatsoever provided that the individual be fully certificated as of the date of his/her actual employment in the district for that position. All the rights, power or authority the Board had prior to the signing of this Agreement are retained by the Board, except those specifically abridged or modified by this Agreement, or any supplementary agreements that may hereafter be made by mutual consent of the parties. Nothing herein shall be construed as limiting the Board of Education from

discharging any of its obligations or responsibilities as prescribed by Title 18A and Chapter 123 - Public Laws 1974, nor a delegation of its statutory authority under the laws of the State of New Jersey.

Likewise, nothing herein shall be construed to deny any Supervisor his/her statutory rights under the aforementioned laws.

ARTICLE IV

SEPARABILITY

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or application shall continue in full force and effect.

ARTICLE V

NON-DISCRIMINATION

The Board agrees that there shall be no discrimination on the basis of race, creed, color, religion, national origin, sex, domicile, marital status or age in all practices, procedures and policies of the school system and in the hiring, training, assignments, promotion, transfer, or discipline of administration or in any application or administration of this Agreement.

ARTICLE VI

MEETINGS

Representatives of the Association may transact official Association business at all reasonable times in school buildings, without interfering with or interrupting normal school operations. The Superintendent shall be given reasonable notice in advance of the time and place of all said meetings. No meeting shall be held without prior approval of the Superintendent, which approval shall not be unreasonably withheld.

ARTICLE VII

SUPERVISOR'S RIGHTS

A. Rights and Protection in Representation

Pursuant to Chapter 123 of Employer/Employee Relations Act of 1974, as amended, the Board hereby agrees that these employees of the Board as defined in Article I (Recognition) have the right to freely organize, join and support the Association for the purposes of engaging in collective negotiations.

B. Required Appearances

Whenever any Supervisor is required to appear before the Board, or any committee or member thereof for the purpose of discussing the possible withholding of an increment, suspension and/or termination of employment of that Supervisor, the Supervisor shall be given prior notice (which will be in written form) of the reasons for such meeting or interview and may (at the Supervisor's discretion) have (a) representative(s) of the Association and/or attorney present to represent and advise during such meeting or interview.

C. Right to Review File and Respond

A Supervisor shall have the right to review his/her personnel file upon reasonable request and to attach responses to any derogatory materials. No material of a derogatory nature shall be placed in the personnel file unless a copy is simultaneously provided to the affected Supervisor.

D. Right to be Present

When any hearing shall be scheduled by the full Board of Education at a private or public meeting, to hear an official complaint against a Supervisor by a parent group or its representative, the said Supervisor who is the subject of the complaint shall have a right to be present. The Superintendent shall notify the Supervisor(s) of such meetings.

If it appears that the outcome of said hearing would result in some disciplinary action against the Supervisor, then that Supervisor shall have the right to have a representative to advise him/her during such hearing or meeting.

E. Third Party Grievances

At any hearing held before the Board of Education concerning a grievance that is brought by a third party and that affects and is directed at any Supervisor, the Association shall be entitled to be present at the entire proceeding and hearing (not including Board deliberation) and shall have the right to pose questions to the witnesses to the Chairperson of the proceeding and hearing.

ARTICLE VIII

NEGOTIATIONS PROCEDURE

The parties agree to enter into collective negotiations in good faith, in accordance with Chapter 123 - Public Laws 1974, as amended. Such negotiations shall begin no later than October 1 of the calendar year next preceding the calendar year in which this Agreement expires.

During negotiations, the Board and Supervisors Association shall present relevant data, exchange points of view and make proposals and counterproposals. Copies of budget shall be made available by the Board when completed and either party shall respond to requests for items of public information.

Neither party in any negotiations shall exercise any control over, nor interfere with, selection of any negotiating representatives of the other party.

All meetings between the parties shall be regularly scheduled at a time mutually convenient. No such meetings shall be held during working hours of a regular school day. No compensation shall be paid by the Board to the Association or any of its representatives in connection with such negotiations.

Should a mutually acceptable amendment to this Agreement be agreed upon, the same shall be reduced to writing and signed by the legally authorized representatives of the Board and of the Association.

ARTICLE IX

GRIEVANCE PROCEDURE

A "grievance" is a claim by a member of the Association based upon the interpretation, application, or violation of this Agreement, policies or administrative decisions affecting a member or a group of members.

An "aggrieved person" is the person or persons making the claim.

The "parties of the grievance" are:

The person or persons making the grievance

The person or persons representing the aggrieved individual or individuals

The person or persons to whom the grievance applies

The person or persons who are representing the individual or individuals against whom the grievance is presented

Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems, which may from time to time arise affecting members. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

Procedure

A grievance to be considered must be initiated within thirty (30) working days of its occurrence or within thirty (30) working days after the individual should have reasonably known of its occurrence. Any grievance filed after the above-prescribed interval shall be null and void.

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

Grievances which have not been resolved before the end of the school year should be resolved as quickly as possible, and time limits may therefore be reduced or waived by mutual consent.

Level One - A member submitting a grievance shall first discuss it with the Principal, either directly or through the Association's designated representative, with the objective of resolving the matter informally.

Level Two - If the aggrieved person or persons is not satisfied with the disposition of his/her grievance at Level One, or if no decision has been rendered within five (5) school days after presentation of the grievance, he/she may file the grievance in writing with the Chairman of the Association's Committee on Professional Rights and Responsibilities (hereinafter referred to as the PR&R Committee) within five (5) school days after the decision at Level One or ten (10) school days after the grievance was presented, whichever is sooner. Within five (5) school days after receiving the written grievance, the Chairman of the PR&R Committee shall refer it to the Superintendent of Schools.

Level Three - If the grievance has not been resolved at Level Two, or within ten (10) school days after such grievance was delivered to the Superintendent, the aggrieved person or persons may within five (5) school days thereafter request, in writing, that the Chairman of the PR&R Committee submit his grievance to the Board of Education. If the grievance is not settled at Level Three within twenty (20) school days thereafter, the matter may be referred by either party in the form of a written request to the Public Employment Relations Commission (hereinafter referred to as PERC). PERC shall submit a list of ten (10) names to the parties, and if agreement cannot be reached on an arbitrator, a second list shall be obtained. If agreement is not reached on the second list, PERC shall appoint an arbitrator for the parties.

The decision of the arbitrator shall be advisory in nature. Costs of the arbitration shall be borne equally by both parties.

Time limits at any level of procedure may be waived by mutual consent.

Miscellaneous

All meetings and hearings under this grievance procedure shall not be conducted in public and shall include only such parties in interest, including witnesses, if any, and their designated or selected representatives, as hereinabove referred to. All parties to this Agreement do hereby solemnly covenant and agree to observe any grievance procedure as confidential.

Binding Arbitration

On any dispute arising out of the specific language in the Contract, the decision of the arbitrator shall be binding. On any type of disputes not involving the specific language within the Contract, the arbitrator's decision shall be advisory in nature. Costs of the arbitration shall be borne equally by both parties.

ARTICLE X

DUTIES

(a) The members of the Association agree to perform their duties in accordance with this Agreement, the Rules and Regulations of the Belleville Board, and the State Board of Education, and the statutes pertinent thereto and in existence at the time of the signing of this Contract.

(b) The school year for all Supervisors shall be from September 1 through June 30, inclusive. In addition, the Supervisor shall work 60 hours in the summer months (July-August). The scheduling of these hours shall be developed cooperatively between the individual Supervisor and Central Administration. However, the final and binding decision as to this work schedule is non-grievable and rests solely with the Board of Education.

(c) The school day for all unit members shall be from 8:00 a.m. to 4:00 p.m.

(d) The area of responsibility for Supervisors is as per the position's job description.

ARTICLE XI

SICK LEAVE

Sick leave is defined by Revised Statutes 18A:30-1, et seq., as follows: "Sick leave is hereby defined to mean the absence from his or her post of duty of any person because of personal disability due to illness or injury, or because he or she has been excluded from school by the school district's medical authorities on account of a contagious disease or of being quarantined for such a disease in his or her immediate household."

Allowance for Personal Illness

<u>Total Years of Service</u>	<u>Days Allowed for Illness</u>
1 day - 1 year	1 day per month to a maximum of 10 days
1 year - 10 years	10 full days
10 years & 1 day - 15 years	20 full days
15 years & 1 day - 20 years	25 full days
20 years & 1 day - 25 years	30 full days
25 years & 1 day - 30 years	60 full days

After ten (10) years of service, sick leave in excess of the above shall be at the discretion of the Board.

Certificate for Personal Illness

Employees absent must file a statement certifying the medical cause for such absence. Where the period of absence exceeds five (5) days, a doctor's medical report must be filed.

Absence After Reporting for Duty

Any person who must leave his duties because of personal illness after reporting for duty will be paid for that day, and this will not be charged to his/her sick leave.

Accumulated Sick Leave

Sick leave may be accumulated up to ten (10) days per year in accordance with the provisions of State law governing accumulation of sick leave allowance for persons holding any full-time office position or employment in the school district.

Such accumulated sick leave shall under no circumstances place a person under tenure after three (3) years of teaching.

At the start of each school year, members will receive a statement of accumulated sick leave.

Terminal Pay on Basis of Sick Leave

Any employee within fifteen (15) years or more service may, upon termination of employment, receive the following compensation:

1990-91 - \$25 per day, maximum 200 accumulated sick days,

1991-92 - \$25 per day, maximum 200 accumulated sick days,

1992-93 - \$27 per day, maximum 200 accumulated sick days.

This benefit shall only be paid once for each employee.

ARTICLE XII

EXCUSED ABSENCES

A. Death in Family

In case of death of the father, mother, husband, wife, child, grandchild, sister, brother, mother-in-law, or father-in-law, of any employee, such employee will be excused for a period up to five (5) consecutive days to attend the funeral of such deceased kin.

In case of death of the grandparent, daughter-in-law, son-in-law, sister-in-law, or brother-in-law of any employee, such employee will be excused for a period up to three (3) consecutive days to attend the funeral of such deceased kin.

One (1) day's absence will be allowed to attend the funeral of an uncle, aunt, nephew, niece or cousin.

B. Jury Duty

There shall be no salary deductions for an employee of the Board if that employee is absent due to service on a Grand or Petit Jury.

C. Personal Reasons

If, for personal reasons, a day's absence is necessary, a Supervisor may be excused from his duties upon notice to the immediate Supervisor and Superintendent, subject to operational needs and considerations. Notice should be submitted at least two (2) days before the requested absence, unless an unanticipated emergency occurs, which precludes such notice.

"Personal reasons" as herein defined is an emergency of the performance of a duty that cannot be done on out-of-school time. In all cases where an employee requests an excused absence for urgent personal reasons, a green slip must be filed with the immediate Supervisor for his approval and ultimate approval by the Superintendent.

For personal reasons which are considered by a Supervisor to be of such a nature as to be extremely confidential, green slip may be marked, "personal reasons - confidential", and such green slip will be forwarded directly to the Superintendent for consideration.

Employees will be paid for a period not exceeding three (3) days for ten (10) month employees for excused absences during any school year.

Beginning in the school year 1986-1987, unused personal leave days as defined in this Article shall be added to the unit member's accumulated sick leave for the ensuing school year. However, no more than twenty (20) of said days may be accumulated during the Supervisor's tenure in the District.

ARTICLE XIII

(A) CHILD-REARING LEAVE AND MATERNITY DISABILITY

Child-Rearing

The Board of Education shall grant child-rearing leave without pay in accordance with the following procedure:

1. All initial applications for and applications for extensions or reductions of child-rearing leave shall be made in writing to the Superintendent.

2. Any Supervisor intending to apply for child-rearing leave shall advise the Superintendent of the fact of her

pregnancy and/or of his/her prospective plans for taking child-rearing leave and the best estimate of when the child-rearing leave will commence and terminate. The Supervisor shall request child-rearing leave of the Superintendent of Schools in writing at least sixty (60) days prior to the date the leave is to commence.

3. The request for child-rearing leave shall specify the date when the Supervisor wishes the leaves to commence and terminate.

4. Child-rearing leave shall be granted for a period of up to the end of the academic school year in which the child-rearing leave commenced and an additional school year shall be granted upon request of a Supervisor under tenure or who has received a tenure-year contract for such Supervisor. A Supervisor on child-rearing leave shall notify the Board in writing of the intention to return to the district by March 1 of the school year preceding the school year in which the Supervisor wishes to return to the district or sixty (60) days prior to said intended return date, whichever is sooner.

5. A Supervisor returning on the first day of the school year in September from child-rearing leave shall be placed in her/his previously held position, if available, and administratively feasible.

6. Any Supervisor who has applied for and received child-rearing leave may reapply for permission to return to employment during any academic school year for which such leave was granted, and such leave may thereupon be terminated by the Board, at its sole discretion.

7. No Supervisor on child-rearing leave shall, on the basis of said leave, be denied the opportunity to substitute in the school district in the area of her/his certification or competence.

8. Time spent on child-rearing leave of absence shall not count toward salary guide placement experience, seniority, sick leave accumulation, etc.

9. Anyone who accepts child-rearing leave after January 31 in any given year is given credit on the salary guide for a full year upon returning to the district.

10. A Supervisor receiving child-rearing leave shall not

accept full-time employment in the administrative field or undertake full-time graduate study during all or part of the period of the child-rearing leave. This provision shall cease to be operative at such time as the Supervisor shall have been denied his/her request under Paragraph 6 to return to employment.

11. Adoption - Any Supervisor adopting a child of pre-school age shall receive a leave similar to child-rearing leave, which shall commence upon receiving de facto custody of said child, or earlier, if necessary, to fulfill the requirements for the adoption.

12. The Board is not required to continue employment of a non-tenure pregnant Supervisor beyond the year in which the leave is taken. The child-rearing leave period shall not be counted for tenure purposes, however, the period before and after the maternity shall count toward tenure.

Maternity Disability

1. The Board shall grant sick leave for the period of actual disability associated with pregnancy and birth to pregnant Supervisors on the same terms and conditions governing leave of absences for illness or medical disability.

The pregnant Supervisor will be entitled to her annual and accumulated sick leave, with pay, during the period of absence due to her actual disability.

2. Any pregnant Supervisor who does not elect to take a child-rearing leave may continue to perform her duties as long as physically able to do so and will be entitled to return to her duties when she is physically able.

3. The Board may require a Supervisor during her pregnancy to produce a certificate from her physician stating that she may continue working effectively at the duty to which a Supervisor has been assigned.

4. In the event of any question as to the condition of the pregnant Supervisor, a conference shall be arranged between the Board's physician and the attending physician.

5. No Supervisor shall be required to leave work because of pregnancy at any specific time prior to expected childbirth nor be prevented from returning to work after childbirth solely on the ground that there has not been a time lapse of specific duration between childbirth and the desired date of return.

6. Nothing stated herein is intended to restrict the right of the Board to discipline any pregnant Supervisor for any cause not related solely to pregnancy.

7. The Board has the right to remove any pregnant Supervisor from her daily duties on any one of the following criteria:

(a) Her performance substantially declines from the period preceding pregnancy.

(b) Her physical condition or capacity renders her incapable of performing her assigned duties which shall be deemed to exist if, (i) the pregnant Supervisor fails to produce a physician's certificate that she is medically able to continue working; or (ii) the Board's physician concludes she is unable to continue in the role of a Supervisor.

(B) ADVANCED STUDY

1. The Board feels that in certain cases, benefits will accrue to the school system if Supervisors are granted a one (1) year's leave of absence, without pay, for advanced study. The Supervisor must have acquired tenure in the Belleville District as a prerequisite.

2. Request(s) shall be submitted, in writing, to the Office of the Superintendent at least one (1) contractual year prior to its commencement.

3. The Board will, therefore, give consideration to such application after they have been reviewed and recommended by the Superintendent.

4. The advanced study activities must be directly related to Administration/Supervision or for an advanced degree program.

5. The said Supervisor(s) shall remain in the system at least five (5) years after his/her return, if this be the desire of the Board of Education.

6. The denial of the request for such leave by the Board shall not be arbitrable nor actionable at law.

(C) OTHER LEAVES

Leave with/without pay may be granted for good cause and for exceptional reasons upon recommendation of the Superintendent and approval of the Board of Education.

Request(s) shall be submitted in writing to the Office of the Superintendent. The denial of such leave by the Board shall not be arbitrable nor actionable at law. However, the denial of same shall be reduced to writing with explanations for the reason of said denial.

ARTICLE XIV

(A) SELECTION AND REASSIGNMENT OF PERSONNEL

The Board recognizes that Association members have a valid interest in the personnel selected and assigned to work under their supervision.

The Board agrees that in the processing of candidates for positions or the reassignment of personnel to work under said Supervisors, such candidates will be interviewed by said persons, who will consider all transcripts, applications and recommendations on each candidate which is made available to them by the Superintendent or his agent, and will then make recommendations, in writing, to the Principal and Superintendent for consideration by the Board. The final decision shall rest with the Board of Education.

(B) PROMOTIONAL POLICY

Whenever a Supervisor applies for a promotion he/she shall be granted the courtesy of an interview by the appropriate Administrator or Administrators involved. All qualified Supervisors will be given adequate opportunity to make application for such positions and no positions shall be filled until all properly submitted applications have been considered. Each Supervisor applicant not selected will receive a written notice of disposition from the Superintendent with reason(s) why applicant was not recommended.

ARTICLE XV

TRANSFERS

Wherever possible, transfers shall be made on a voluntary basis. Involuntary transfers shall be the last recourse, only when and if in the best interest of the school system.

Voluntary transfer requests, when in the best interest of the school system, will be favorably considered.

Notice of involuntary transfer or reassignment shall be given to a member as soon as practical, and except in cases of emergency, not later than sixty (60) days before the date of transfer.

ARTICLE XVI

RETIREMENT

Upon retirement, the retired supervisor will be allowed to continue his/her membership in all existing benefit plans. The retired member will be billed by the Board of Education for any incurred costs at the group rate.

ARTICLE XVII

MEMBER EVALUATION

Non-tenure members are to receive at least three (3) written performance evaluations each school year by the appropriate Administrator, and they will sign and receive a copy of the original evaluation.

Tenure members are to receive at least one (1) evaluation each school year, signing and receiving a copy thereof.

All evaluations will be discussed by the Principal and/or Assistant Superintendent of Schools, with the member being evaluated and the member shall have the right to comment in writing on the evaluation or discussions thereof.

The salary program is designed to reward a Supervisor for performing effectively in his administrative and other professional assignments. While each Supervisor is expected to meet this requirement, an increase in pay is not granted automatically. It is dependent upon a favorable performance report from the Principal and the Board of Education's approval.

ARTICLE XVIII

SCHOOL CALENDAR

A school calendar shall be prepared and presented to the Association by the Superintendent. A committee of the Association will have the opportunity to meet with the Superintendent to discuss the proposed calendar and to submit alternate proposals to the Board of Education if it does not concur. The Superintendent shall make a recommendation to the Board, and the Board shall make a final decision.

The school calendar shall be issued as an appendix to this Contract. The Board, however, preserves the right to make changes in the calendar, if necessary, after consultation with the Association.

ARTICLE XIX

EMPLOYMENT DURING VACATION PERIODS

If any unit employee performs professional services during the summer vacation or a vacation period (provided said employee is not normally scheduled to work on a curriculum committee), said employee shall receive compensation of 1/200 of the per diem rate.

For any work done on or for the curriculum committee(s) during September through June above the normal work day, the Supervisor shall be paid at the rate of \$20.00 per hour.

ARTICLE XX

USE OF AUTOMOBILE

All members of the Association who may be required to use their own automobiles in the performance of their duties shall be reimbursed at the rate of 22 cents per mile.

ARTICLE XXI

INSURANCE PROTECTION

The Board shall provide the health-care insurance protection designated below. The Board shall pay the full premium for each employee enrolled under said plan, including family-plan insurance coverage, if the same is applicable.

The health-care insurance protection provided for in this Article shall be limited to and include only:

Blue Cross/Blue Shield/Rider J)	State Plan:
Blue Cross/Blue Shield "Carve-)	"State Health
Out Medicare" (employee or depen-)	Benefits
dent over age 65))	Program"
Major Medical		

The Board of Education will allocate \$300.00 per year, per member, to be used to provide medical benefits. The benefits package, selected by the Administrators, will be discussed and reviewed by the Board Secretary/Business Administrator. The individual Supervisor will be billed for the costs that exceed \$300.00 per year.

Upon retirement, the Supervisor will be allowed to continue his/her membership in any of the benefit plans. The Supervisor will be billed annually by the Board for the premium costs.

Dental - Single or family coverage.

The Board shall provide, at its cost, dental coverage, New Jersey Dental Plan (Blue Tooth), as follows, for the individual employee, plus an additional \$75.00 per member.

Basic Plan, plus Riders I through IV, Indemnity Schedule A, No Deductible and No Co-Insurance.

The Board will provide the necessary clerical work for any employee requesting family coverage, the premium for which will be deducted in ten (10) equal installments from his or her paycheck. Provided, however, that family coverage is afforded the employee by the carrier.

Physical Examinations - The Board will pay 20%, or a maximum up to \$60.00, for physical examinations undertaken by individual Supervisors per the following plan:

1. Every other year during employment.
2. During the year immediately preceding retirement.

The Board shall make payment of insurance premiums for said health-care insurance protection for each person in its employ who enrolls for the full twelve-month period commencing September 1 and ending August 31 of the Contract year. All coverage shall end thirty (30) days after termination of employment, and the obligations of the Board thereunder shall at such time come to an end. However, as to retired employees, the Board may service this coverage, if necessary, until the State Teachers Pensions and Annuity Fund assumes the obligation for payment of premium.

ARTICLE XXII

SUPERVISORS' SALARY GUIDE

	<u>1990-91</u>	<u>1991-92</u>	<u>1992-93</u>
STEP 1	\$51,450	\$54,537	\$58,082
STEP 2	\$53,550	\$56,763	\$60,453
STEP 3	\$55,650	\$58,000	\$62,823
STEP 4	\$58,800	\$62,200	\$66,200

K-12 Supervisors will receive an additional stipend as follows:
 (90-91) \$ 1,100 (91-92)\$ 1,200 (92-93)\$ 1,300

LONGEVITY

21-25 years	\$ 800	\$ 800	\$ 800
26-30 years	\$ 1,000	\$ 1,000	\$ 1,000
31 years	\$ 1,200	\$ 1,200	\$ 1,200

TEACHING ASSIGNMENTS

7-12 Supervisors: Minimum of one (1) teaching assignment and a maximum teaching assignment to be determined by the high school principal with the superintendent's approval.

K-12 Science and
Social Studies
Supervisors:

Will be assigned teaching assignments at the discretion of the high school principal subject to approval by the superintendent.

K-12 Supervisors:

No teaching assignments for

Basic-Skills Supervisor, K-12
Language Arts/Reading Supervisor, K-12
Mathematics Supervisor, K-12
Phys. Education/Health/Athletics, K-12

ARTICLE XXIII

REPRODUCTION AND DISTRIBUTION OF AGREEMENT

Copies of this Agreement shall be printed in the following quantity:

Ten (10) copies distributed to "Association".

Ten (10) copies distributed to the Board.

The printing format of the Agreement shall be mutually agreed upon and the expense for printing shall be shared equally by the Association and the Board.

This Agreement shall be printed and distributed to the Association and the Board sixty (60) calendar days after ratification by both parties.

The Association and the Board shall each appoint one (1) representative who shall be responsible for details for the printing procedure.

ARTICLE XXIV


TERM OF THE CONTRACT

This Agreement shall become effective on the first day of July 1990, and shall remain in full force and effect for a period of three (3) years and shall expire on the 30th day of June, 1993.

IN WITNESS WHEREOF, the Board of Education of the Township of Belleville and the Belleville Supervisors' Association have caused these presents to be signed by the Principals and duly authorized officers and their representative corporate seals affixed hereto, on this 25th day of February, 1991.

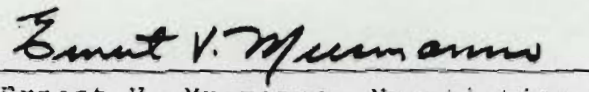
THE BOARD OF EDUCATION OF THE TOWNSHIP OF BELLEVILLE

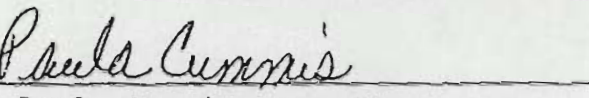
BY 
DR. ANTHONY D'AGOSTINO, President

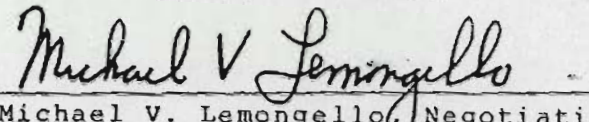
BY 
PATRICIA PISANO, Vice-President

BY 
MICHAEL NARDIELLO, Supt. of Schools

BELLEVILLE SUPERVISOR'S ASSOCIATION

BY 
Ernest V. Musmanno, Negotiation Chairperson

BY 
Paula Cummis, President

BY 
Michael V. Lemongello, Negotiation Member

RATIFIED: 12/4/90
Board of Education

BELLEVILLE PUBLIC SCHOOLS, BELLEVILLE, NEW JERSEY

BELLEVILLE SUPERVISORS STEP GUIDE FOR 1990-1993

<u>STEP</u>	<u>1990-1991</u>	<u>1991-1992</u>	<u>1992-1993</u>
1	\$51,450	\$54,537	\$58,082
2	\$53,550	\$56,763	\$60,453
3	\$55,650	\$58,000	\$62,823
4	\$58,800	\$62,200	\$66,200

<u>LONGEVITY</u>	<u>1990-1991</u>	<u>1991-1992</u>	<u>1992-1993</u>
21-25 years	\$ 800	\$ 800	\$ 800
26-30 years	\$ 1,000	\$ 1,000	\$ 1,000
31 years	\$ 1,200	\$ 1,200	\$ 1,200

The K-12 supervisors will receive an additional stipend as follows:

1990-1991	-	\$1,100
1991-1992	-	\$1,200
1992-1993	-	\$1,300

APPROVED BOARD OF EDUCATION DECEMBER 4, 1990

BELLEVILLE PUBLIC SCHOOLS, BELLEVILLE, NEW JERSEY

BELLEVILLE SUPERVISORS' SALARY LIST FOR 1990-1991:

	<u>SALARY</u> 1990-1991	<u>LONGEVITY</u>	<u>ADDITIONAL</u> <u>STIPEND *</u>	<u>TOTAL</u> 1990-1991
* Paula Cummis, Language Arts/Reading	\$58,800		\$1100	\$59,900
Victor DePauw, Related Arts (20 yrs.)	58,800	\$ 800		59,600
* Bess Efstathiou, Science (30 yrs.)	58,800	1200	1100	61,100
V. Frattaroli, Foreign Language	58,800			58,800
* K. Fucello, Phys. Ed./Health/Ath. (20 yrs.), <u>Step 2</u>	53,550	800	1100	55,450
* Isabelle Giordano, Basic Skills, <u>Step 1</u>	47,287(9/1/90-1/31/91) 51,450(2/1/91-6/30/91)		1100 1100	48,387 52,550
* Richard Graves, Social Studies, (30 yrs.)	58,800	1200	1100	61,100
* Michael Lemongello, Mathematics (25 yrs.)	58,800	1000	1100	60,900
Ernest Musmanno, Business Education (25 yrs.)	58,800	1000		59,800

*Additional stipend - K-12 Supervisors

APPROVED BOARD OF EDUCATION DECEMBER 4, 1990